

Dept. of DHS-Glenwood (411) Facts – FY '12

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General Information

Address: Glenwood Resource Center
711 South Vine
Glenwood, IA 51534

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 865	# PT EEs: 1	# Temporary EEs: 11	Average Length of Service: 12.02
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Span of Control: 9.82	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	46	45-54	295	<25	1	45-54	31	# of Females:	544	# of Males:	321
25-34	167	55-64	198	25-34	11	55-64	25	% of WF:	62.89%	% of WF:	37.11%
35-44	154	65+	5	35-44	20	65+	0	Average Age:	45.69	Average Age:	44.56
Employee Average Age: 45.27				Supervisor Average Age: 47.86				Average Length of Service: 12.77		Average Length of Service: 10.75	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	19	# of Non-minorities:	741	# African-American:	6	# of "did not respond":	105
% of Workforce:	2.20%	% of Workforce:	85.66%	# Asian/Pacific Island:	6	% of Workforce:	12.14%
Average Age:	45.10	Average Age:	45.36	# Am. Indian/Alaskan:	2	Average Age:	44.69
Average Length of Service:	12.12	Average Length of Service:	12.91	# Hispanic or Latino:	5	Average Length of Service:	5.71

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	19	# of Persons With No Disabilities:	749	# of "did not respond":	97
% of Workforce:	2.20%	% of Workforce:	86.59%	% of Workforce:	11.21%
Average Age:	52.60	Average Age:	44.38	Average Age:	50.73
Average Length of Service:	20.22	Average Length of Service:	10.68	Average Length of Service:	20.72

Officials/Administrators EEO Category 1: 39	Professionals EEO Category 2: 130	Technicians EEO Category 3: 40	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 30	Skilled Craft EEO Category 7: 41	Service/Maintenance EEO Category 8: 585

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 113	Transfer In: N/A
Retirements: 24	All Terminations: 55	Voluntary Quits: 39	Transfer Out: N/A

# of Classes Used: 114	Most Populous Classes: Resident Treatment Worker (465), Resident Treatment Supervisor (30), LPN (28), RN (28)		
Separations - By Class:	Resident Treatment Worker (79), Registered Nurse (8), Licensed Practical Nurse (4)		
# Eligible for Retirement:	195 in next 5 years	% Eligible: 22.54%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$294,120.84	Sick Leave Payouts: \$44,646.94	Annual Payroll: \$43,957,620.08	Avg. Base Salary: \$45,516.48	Overtime Days Worked: 8,988.7
Overtime Cost: \$2,177,806.47	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,885,464.99	Vacation Days Earned: 16,321.3	Vacation Used Expense: \$2,864,122.74	Vacation Days Taken: 15,962.0	
Sick Leave Days Earned: 14,455.3	Reg. Sick Leave Used Expense: \$1,579,046.40	Reg. Sick Leave Days Used: 9,389.6	Converted Sick Leave To Vacation Days Used: 387.5	
Sick Leave -Earned Value: \$2,429,149.30		Avg. Sick Leave Days Per EE: 10.86	Converted Sick Leave To Vacation Used Expense: \$76,959.76	
Injury Leave Used Expense: \$8,167.79	Injury Leave Days Used: 53.2	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 3 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$1,033.81	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012